

FAYETTEVILLE CITY SCHOOLS DIFFERENTIATED PAY SCALE 2014

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Additional Instructional Roles or Responsibilities (Lead Teachers)	<p><i>Bonuses for additional duties. 5 @ \$2,000 per contract.</i></p> <p><i>System committee made rubric will be used to assess those interested in positions</i></p> <p><i>Specific Contract Duties-</i></p> <ol style="list-style-type: none"> <i>1. Reading Series Resource Specialist- Responsible for teacher training and mentorship of teachers</i> <i>2. STAR Enterprise/ Renaissance Learning Data Evaluation Trainer- Responsible for teacher training and mentorship of teachers</i> 	<p><i>Bonuses for additional duties. 5 contracts (contracts may be shared by more than one individual) @ \$2,000 per contract.</i></p> <p><i>Estimated at \$20 per hour with a maximum of 100 hours</i></p>	<p><i>All teachers will be eligible and five teachers will receive contracts based upon meeting rubric criteria and committee selection of individuals</i></p>	<p><i>The estimated cost of these awards is \$10,000.</i></p>	<p><i>This will comprise less than 1% of the district salary expenditure.</i></p>

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	<p>3. Reading/ Language Common Core Specialist- Responsible for teacher training and mentorship of teachers</p> <p>4. Mathematics Common Core Specialist- Responsible for teacher training and mentorship of teachers</p> <p>5. ACT Saturday Preparation Trainers- Responsible for doing content specific ACT specific training for students on Saturdays with a goal of increasing student scores.</p>				
Education	<i>The district will include continue with Bachelor's, Master's, and advanced degrees for eligible based pay as shown in the attached 2014-15 salary schedule.</i>	<i>Advanced degrees will be awarded with a base pay increase.</i>	<i>The district currently has roughly 60% of its teachers with an advanced degree.</i>	<i>The estimated cost of this element is \$302,400.</i>	<i>This will comprise about 5.3% of district salary expenditures.</i>

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Experience	<i>The district will continue to award step increases for each year of experience.</i> <i>The attached salary schedule contains the 2013-2014 figures. This will be updated to reflect state and local funding bodies' funding levels.</i>	<i>Each teacher will earn a yearly step increase for years of experience up to 25 years.</i>	<i>All teachers are eligible.</i>	<i>The average step increase in the district is \$570 per year. The estimated cost is \$71,820.</i>	<i>This experience payments makes up approximately 1.3% of the districts expenditures on salary.</i>
Hard-to-Staff (School, Subject, or Placement)	<i>The district will identify hard to staff areas based upon the number of available and or qualified applicants.</i>	<i>An additional \$2000 per position will be added as part of their base salary.</i>	<i>All certified teachers are eligible in identified hard to staff areas as defined by the Director of Schools and number of qualified and available applicants.</i>	<i>Currently the estimated cost is \$0. This would vary, but should not be significant.</i>	<i>This expenditure will comprise 0% of district salary expenditure, but will vary.</i>

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-2015 salary schedule.
 - A. The Fayetteville City Schools 2014-2015 salary schedule is attached.

III. Eligibility and Stakeholder Engagement (Optional Section)

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.

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- A. Please refer to chart above
- 2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.
 - A. Data from teacher input and external assessment teams as well as input from the district leadership team were utilized to create the Differentiated Pay plan.
 - B. The proposed Differentiated Pay plan developed by the committee was discussed with the entire Board of Education at the June 2014 BOE monthly meeting and covered by local media.

Appendix A: Common Differentiated Pay Definitions

- 1. Base pay (base salary): An individual's salary excluding any additional compensation in the form of bonuses, stipends, or supplements for additional work or responsibilities.
 - 2. Bonus/stipend: Additional compensation for a pre-defined set of criteria. Bonus and stipend pay are awarded in addition to or "on top of" an individual's base pay. Bonuses/stipends are one-time payments awarded for a specific role, additional responsibility, or achievement of particular criteria. Bonuses and stipends are not a part of base salary and do not become a reoccurring part of an individual's compensation.
 - 3. Traditional salary schedule (or step and lane schedule): A salary schedule that uses years of experience and education levels exclusively to determine educator's increases in base pay. Traditional schedules may follow the same structure as the state minimum salary schedule. Salary schedules that modify the amount of the step increases given for experience or change the structure of the education lanes may still be considered a traditional schedule as long as they meet or exceed the relevant state minimums.
 - 4. Alternative salary schedule¹: A salary schedule that uses some other component, often a performance measure, in addition to or in place of education and experience to determine base pay. A schedule where an educator's evaluation score is used to determine the amount of his or her yearly base pay increase is an example of an alternative salary schedule. Alternative salary schedules are subject to State Board of Education approval.
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5. Opt-in/opt-out provision: Individuals are provided with the choice to participate in a program. This provision is most often associated with alternative salary schedules and is not a required provision.

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